

Administrative Committee

**RESOLUTION TO OPPOSE NEW JERSEY SENATE BILL S-3810
AND
NEW JERSEY ASSEMBLY BILL A-5862**

WHEREAS, this legislation would empower organized labor to negotiate previously non-negotiable items such as performance evaluations, transfers, assignments, disciplinary procedures, and more; and

WHEREAS, this legislation would ignore the fact that local governing bodies negotiate with property taxpayer dollars and the public's vested interest in limiting the scope of labor negotiations; and

WHEREAS, this legislation would eliminate long-established precedent in public sector labor negotiations by creating permissive issues of negotiations that would broaden the category to include all collective bargaining units, eliminate the category's temporary nature, and subject previously non-negotiable items to binding arbitration; and

WHEREAS, this legislation would provide broad privileged communication protections in legal matters, with no exceptions, for labor but no such protections for management; and

WHEREAS, this legislation would create a disincentive for labor to negotiate what controls remain in place when an existing contract expires and where the parties have failed to reach an agreement on a successor contract: and

WHEREAS, this legislation would place the burden of proof on management in grievance proceedings subject to binding arbitration even where labor is the moving party; and

WHEREAS, this legislation would impose a significant administrative burden on human resource departments by requiring management to share detailed information on non-union members with union representatives and by expanding the date certain when employees may opt-out of a collective bargaining unit under the "Workplace Democracy Enhancement Act."

NOW, THERE, BE IT RESOLVED, that the Salem County Board of County Commissioners does in fact hereby oppose New Jersey Senate Bill S-3810 and New Jersey Assembly Bill A-5862 as this legislation would substantially expand

the power and influence of public sector labor unions in collective bargaining negotiations with county and municipal governments across the state; and

BE IT FURTHER RESOLVED, that certified copies of the Resolution shall be forwarded to Governor Phil Murphy, Senate President Stephen M. Sweeney, Speaker of the General Assembly Craig Coughlin, and the Clerks of the Boards of County Commissioners in all twenty-one counties.



BENJAMIN H. LAURY, Commissioner Director
Board of County Commissioners

I hereby certify the foregoing to be a true resolution adopted by the Salem County Board of County Commissioners on November 17, 2021.



STACY L. PENNINGTON
Clerk of the Board

RECORD OF VOTE

COMMISSIONER	RESOLUTION MOVED	RESOLUTION SECOND	AYE	NAY	ABSTAIN	ABSENT
G. Ostrum, Jr.		✓	✓			
E. Ramsay			✓			
L. Ware						✓
R.S. Griscom	✓		✓			
B. Laury			✓			

✓ Indicates Vote

Department Initials PPF/SLP